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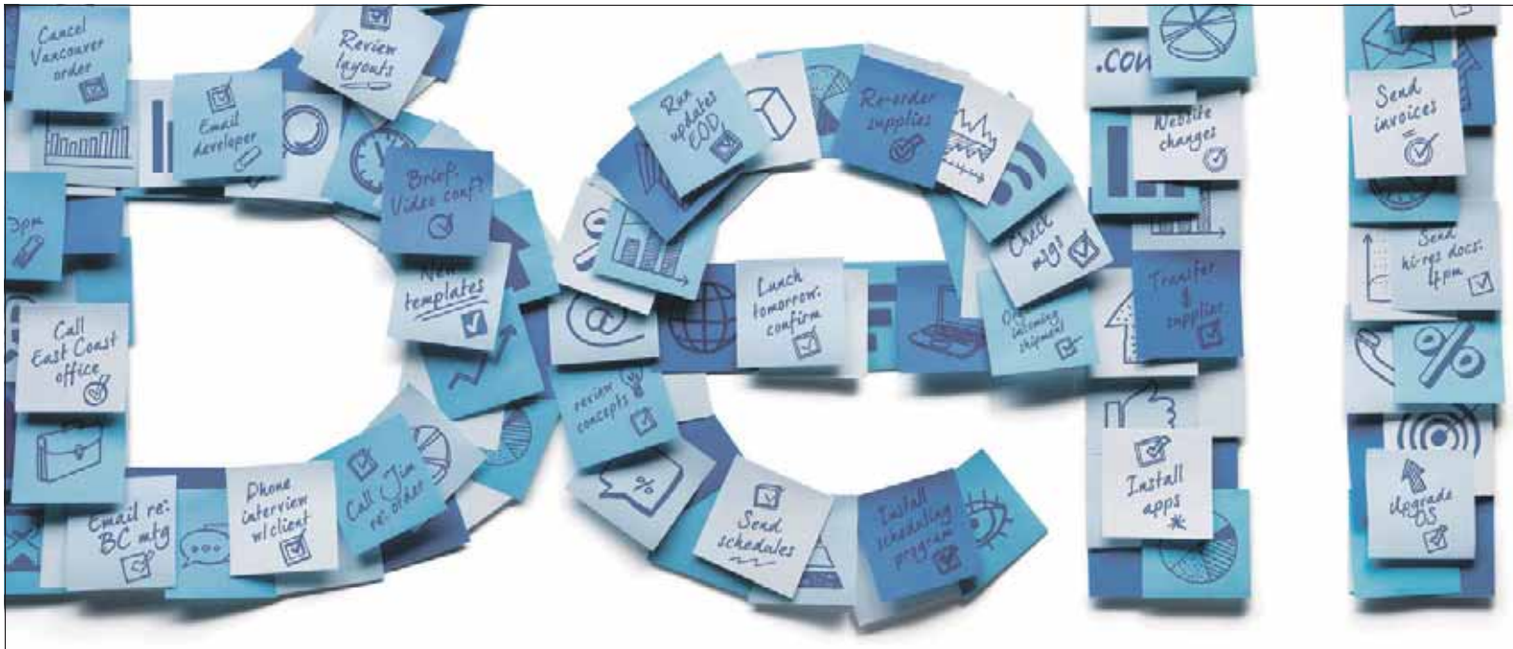

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Annick, 24, is an international student with two jobs and more than $61,000 in debts

What does she repay first?

metroLIFE

METRO CALL TO ACTION

Pride Tape initiative surpasses Kickstarter goal in two days

#PRIDETAPE **metroVIEWS**

Toronto metro

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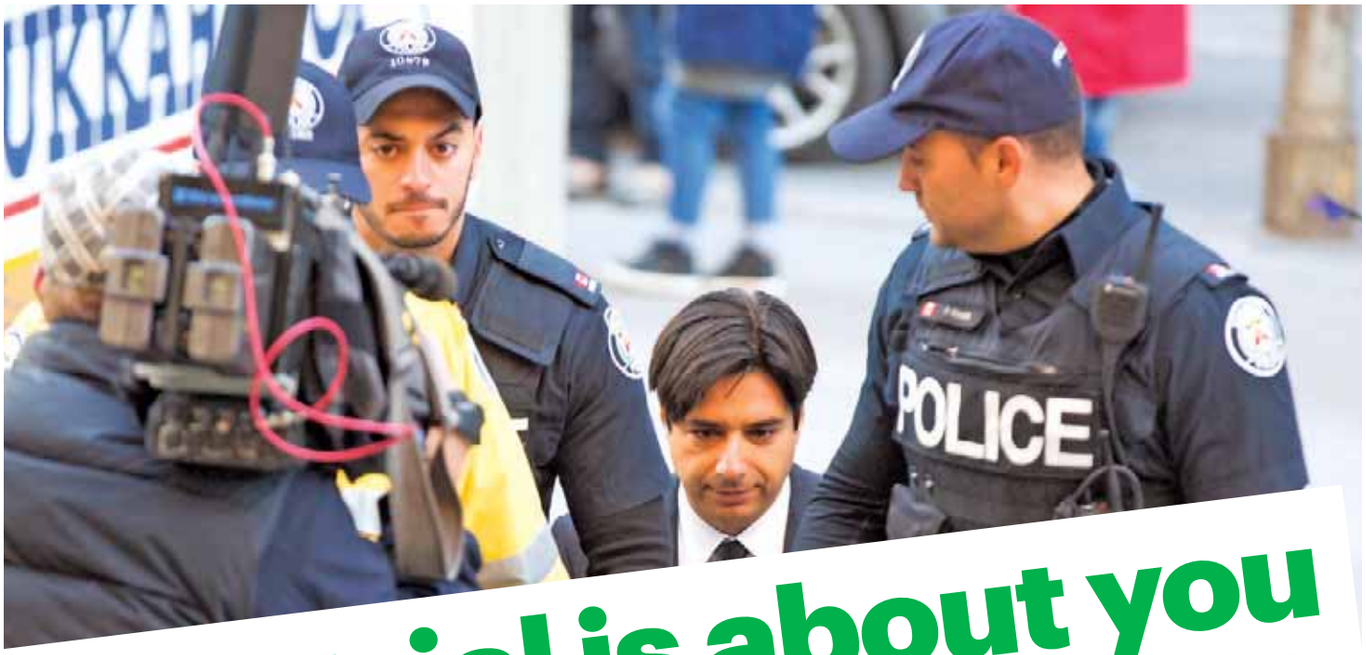

This trial is about you

Jian Ghomeshi may be the one facing charges, but his day in court is a chance for us to face our failure on crimes against women, writes **Rosemary Westwood**

metroVIEWS

MICHELLE SIU/THE CANADIAN PRESS

metroview

ROSEMARY WESTWOOD

The trial of Jian Ghomeshi is a national reckoning: The former CBC star radio host may be the one sitting in the chair, but today every Canadian is called to court.

Ghomeshi will appear before a judge in Toronto on four counts of sexual assault and one count of overcoming resistance, choking. The charges stem from incidents that date back to 2002.

Going by the odds, this day should never have come.

In Canada, only about 0.5 per cent of sexual assaults result in court proceedings. And only about 0.2 per cent end in convictions (according to calculations made from 2014 and 2013/2014 data from Statistics Canada).

To put it in numbers: 633,000 self-reported sexual assaults in a year, compared to 1,357 convictions.

The Ghomeshi trial is a near-miracle; his chance of ever facing criminal accusations from his accusers, infinitesimal. And it's an opportunity Canadians cannot afford to squander.

Continued on page 9

Chinatown shooting has neighbourhood shaken

CRIME

Businesses weighing more security measures

Gilbert Ngabo
Metro | Toronto

The latest shooting in downtown Toronto has left those who live and work in Chinatown afraid for their safety.

"It's crazy, all the fighting and stuff," said Cindy Ma, who has run the Hair Fashion salon near Dundas and Spadina for the past six years. Last year there was another shooting in the area, she said, and "nobody knows who has a gun."

"I always see the police around but if they could do more for our security, it would be better," Ma said.

Sunday morning's shooting has left two people dead and three others injured. Police cordoned off Spadina between College and Dundas, leaving businesses closed as the investigation continued into the afternoon.

Tomy Wong came to the area to do his grocery shopping but left empty-handed.

Spadina Avenue was closed between College and Dundas streets for much of Sunday, as police investigated a shooting that killed two people and injured three more. GILBERT NGABO/METRO

6

The number of people killed in shootings in Toronto in the first month of 2016. Another 21 have been injured. SOURCE: TORONTO POLICE SERVICES

> I don't know if this place is becoming a troubled place.
> Cindy Ma

"I hear people were killed," he said. "That's scary."

Wong is concerned that the shooting took place so close to the Chinese New Year. It should be a time for people to "be free and go out to enjoy and shop," he said.

"Everyone will be scared. It's not good for business," he said.

Jenny, who asked that her last name not be used, owns a flower shop in the neighbourhood. The shooting has left her shaken.

"I could start closing early, before dark. It is just dangerous now," she said.

GUN INCIDENTS

Better 'intelligence-gathering' could curb violence: Police union boss

On a weekend when three people in Toronto were killed in instances involving guns, the president of the police union says that level of gun violence isn't an anomaly.

Police releases reveal that throughout the month of January, there were nine homicides — eight of them involved guns. But media reports from the time show that in January 2015, only one person was killed by a gunshot wound.

"This isn't an anomaly by any stretch of the imagination," said Mike McCormack, president of the Toronto Police Association. "It's been continuing for weeks and months now."

It's not just about the deaths — police statistics released last week show that overall shootings have more than doubled this January over the same month last year, and the number of gunfire-related injuries is up as well.

McCormack said the rise in violence can't be attributed to just one thing.

But he speculated that perhaps the rise in gun violence is, at least in part, because of a lack of "intelligence-gathering." He said that officers need clear directions from the province on how to conduct the controversial practice of street checks, or whether to conduct them at all.

THE CANADIAN PRESS

Police seek video footage in latest slayings

Bathed in neon glare, a suspect opened fire on a group of men in Chinatown early Sunday morning, crashing the after-bar bustle with bullets that left two men dead and three more in hospital.

The overnight slayings capped off a particularly lethal month in Toronto, which saw nine homicides in 25 days. Eight of those were shootings, four times the number of shooting deaths that occurred in January 2015, police confirmed.

A fight broke out on Spadina Avenue near Nassau Street at 3:15 a.m., which "prompted this shooting to occur," Det. Sgt. Mike Carbone said at a news conference Sunday morning.

Emergency crews rushed to the area after reports of shots fired in front of New Ho King restaurant. Paramedics declared one victim dead on the scene. A second man died in hospital several hours later, police said.

The extent of injuries to three others rushed to a trauma centre is unknown, according to a paramedic spokesperson.

No information on suspects or the victims' names has been released.

Jason Webb, 39, was lying in bed with his partner in their second-storey apartment a few doors down Spadina when the sound of gunfire jolted them awake.

"I kept my head down and just waited it out," he said. Minutes later, he looked out the window and saw pedestrians huddled around one of the victims.

"The police and ambulance people came and performed CPR for quite a while," he said.

Meanwhile, a wounded man sat propped against a storefront nearby, a puddle of blood forming around him, Webb recalled.

Spadina was shut down for hours between College and Dundas streets as forensics teams scoured the sidewalks for evidence, reopening shortly before 2:30 p.m., after firefighters hosed off the scene.

Carbone, a homicide detective, told media the corridor is usually rife with people spilling out of clubs and into restaurants, many open until 4 a.m. or later. He asked anyone who may have captured the shooting on video — with a security camera or cellphone — to send the footage to police.

Police said it was too early to tell whether the Sunday's double homicide was gang-related.

It occurred barely a day after a slaying near Lawrence Avenue and Caledonia Road. The son-in-law of longtime underworld figure Rocco Zito, 87, turned himself in to police after Zito was shot dead in his home on Playfair Avenue early Friday evening. Domenico Scopelliti, 51, of Toronto, is facing first-degree murder charges.

TORSTAR NEWS SERVICE

Homicide Squad Det. Sgt. Mike Carbone. TORSTAR NEWS SERVICE

Saving water, changing lives

ENVIRONMENT

Building Up installs more efficient toilets in Toronto

Gilbert Ngabo
Metro | Toronto

Marc Soberano wants people to stop flushing their money down the toilet.

The 25-year-old Toronto entrepreneur is on an ambitious mission to retrofit Toronto's restrooms and achieve social and environmental change at the same time.

His startup, Building Up, installs more efficient toilets, showers and sinks in low-income housing units across the city.

His new toilet models are supplied by Water Metrics and let users cut their water consumption in half — from six litres with every flush to three.

"The price of water these days is so high that there's a huge emphasis from building owners to cut and save," said Soberano, a graduate of Western University's School of Business.

"So we go in and change their toilets, and they flush less water and save money just like that."

Soberano is so confident in his product that he allows clients to have new toilets installed for free and pay out of the savings they reap.

"The numbers are so good that I think every building is going to have these toilets very soon," he said.

In just two years, Building Up has installed more than 1,200 toilets across a dozen buildings in Toronto, saving more than 80 million litres of water and about $300,000 in water bills.

Soberano's success hasn't gone unnoticed.

> The numbers are so good that I think every building is going to have these toilets very soon.
> Marc Soberano

80 million

The litres of water saved in two years by the more than 1,200 low-flow toilets installed in Toronto buildings

He recently received a $100,000 business grant from billionaire Michael Bloomberg.

In keeping with his socially conscious business model, Soberano is giving people with employment barriers — whether poverty or a history of criminal activity — a chance to start fresh. They're given training in math, financial literacy and social skills and work installing toilets while the company sets them up with apprenticeships.

"Most of these people would otherwise get caught up in a situation where they're in and out of jail," Soberano said.

"But here they get the skills and the job and the money, eventually."

Above: Marc Soberano does his best thinking on the toilet. **He is helping Toronto property owners save water — and money — by retrofitting their bathrooms with more efficient toilets.**
LIZ BEDDALL/METRO

Left: Building Up employees install more efficient toilets at the WoodGreen Community Centre.
CONTRIBUTED

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Humans of Toronto by K. Omar

"It's different coming from Ireland because everyone knows everyone there. I've been here for seven months, and it is my first experience living in a big city, so it's a big change. That's what brought me here: change. Change from normality and complacency. To get out of my comfort zone. Fear is not really an issue now, but there was the worry that I'd end up back at home after three weeks. I guess that would be a fear of failure in a way."

Humans of Toronto is K. Omar's social photography project aimed at photographing and talking to people in the city. Selections from her work feature weekly in Metro. See more at Humans_of_Toronto on Instagram.

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Satirical site has Beach in a pickle

COMMUNITY

Fake news stories played for laughs, like The Onion

Beach dwellers hankering for locally grown satire can now get a taste of The Beach Pickle.

A riff on the American farcical news organization The Onion, The Pickle launched earlier this month with stories of Kew Gardens rink hogs and the ballooning dog population on the boardwalk.

The tight-knit community was ripe for satire, said creator Denma Itamunoala, 22.

"There's a lot of funny, quirky things," he said — for example, familiar faces such as Hollywood, the pen seller.

"There's a lot of people like that, and there's just typical scenarios that most Beachers would recognize as things that happen to them all the time."

For long-time Beach resident Katie Stucky, an article about a business opening and closing within a week did hit close to home.

"Maybe too close," she said. The fake story brought up real anxieties for Stucky, who recently opened a small dog daycare on Queen Street E.

Speculation swirled among locals, she said, wondering if the news was real or fake. When told it was a hoax, Stucky commended the authors for injecting humour into sometimes heated discussions.

"Everybody's always fighting on half of these social-media pages and arguing. It's always so stupid," she said. "This is kind of fun to read. Sometimes you need that."

Denma Itamunoala VINCE TALOTTA/TORSTAR NEWS SERVICE

> **This is kind of fun to read. Sometimes you need that.**
> Resident Katie Stucky

Even real news organizations seem to appreciate it.

The non-profit newspaper Beach Metro Community News joined the Facebook discussion on an article about its young volunteer carriers striking.

"It is regretful that our carriers have taken such drastic measures, but please be assured that we are doing everything in our powers to resolve this 'situation,'" said part of the paper's tongue-in-cheek comment.

Itamunoala called the reaction "completely sportsmanlike."

It may not be the reaction he gets when his fake news site goes after locally distributed Your Ward News, a publication residents charge is anti-Semitic and which has prompted complaints to the Toronto police hate-crimes unit.

While admitting he wasn't aware of Your Ward News before discussion about it started on The Beach Pickle's Facebook page, Itamunoala plans to lampoon it "shortly."

For now the goal is just to make people laugh, but generating some change would be a nice bonus, he said, pointing to the influence of political satirists Jon Stewart and Stephen Colbert.

"They joke about serious things, and it actually gets people to pay attention. I think it's a really great thing," he said.

TORSTAR NEWS SERVICE

RED CROSS

Program aims to teach how to help mentally ill in a crisis

Jessica Smith Cross
Metro | Toronto

Maybe you've been here before: You're on a streetcar, and it becomes clear someone is having a mental-health emergency. Some people look away, others get scared and get off at the next stop.

The Canadian Red Cross is hoping to change that through a new program that teaches everyday people how to help those in crisis.

The training — which draws from traditional first-aid lessons — will be offered to the general public along with first responders and workplace safety leaders. It will be tailored differently depending on the audience but, overall, it's designed to equip people with the skills to get involved rather than just look away.

Making people feel comfortable and easing their fears is the first step, said Don Marentette, director of first-aid program development at the Red Cross.

"When someone's suffering from mental illness, as a society, we often shy away and don't want to talk to them or look at them," he said. "We want to get people to ask, 'Are you OK? How are you feeling today?'"

The training will be integrated into Red Cross courses this fall. It will also be available on the organization's app.

IN BRIEF

Driver crashes into house
A driver is in custody for impaired driving after crashing a vehicle into an east-end Toronto house.

Police were called to Chisholm and Hamstead streets around 3:45 a.m. Sunday after a vehicle went through a wall and into the kitchen. The driver was taken to hospital. Police say no one in the home was injured. TORSTAR NEWS SERVICE

Car falls into Don River
Police Traffic Services is investigating after a car went over a guardrail on the DVP and landed in the Don River. Emergency services received multiple calls about a vehicle that had crashed through the guardrail on the DVP just south of Richmond Street starting around 9:40 a.m. Sunday.

The car fell over and was partially submerged in the Don River. Paramedics said the driver, the lone occupant of the vehicle, was able to remove herself from the car. She was taken to hospital but appeared uninjured. TORSTAR NEWS SERVICE

Man dies after colliding into a tree in North York
A man has died after an SUV hit a tree in North York early Sunday.

Toronto police were called to Derrydown Road, near Keele Street and Finch Avenue West, at 2:31 a.m. after reports of a single-vehicle collision.

A male passenger was rushed to a trauma centre in critical condition, where he later died from his injuries.

Two other people in the SUV suffered non-life-threatening injuries.

Police say the investigation is ongoing. TORSTAR NEWS SERVICE

Downtown Relief Line plans take shape

TRANSIT

Subway will not run to Union Station

Luke Simcoe
Metro | Toronto

After 30 years of politicking and planning, the long-awaited Downtown Relief Line is beginning to take shape.

According to documents obtained by the Globe and Mail, staff are proposing to run the subway line south from Pape Station and then west along Queen Street to Nathan Phillips Square.

"We're farther along on the relief than we've ever been in the past," Jennifer Keesmaat, the city's chief planner, told Metro. "There have been lines drawn on a map, but there's never been the amount of technical and due diligence that we've undertaken to date."

Some expected the line to run to Union Station, connecting riders to GO service and the existing subway line, but Keesmaat said the plan isn't feasible.

"The very simple reason is that we have a capacity issue at Union Station," she said, citing already high passenger volumes.

Staff considered six different routes for the first phase of the DRL, including Broadview, Pape and Donlands for the north-south portion and King, Queen and Wellington for the east-west leg.

The recommendation was based on number of criteria, including ridership, social equity and affordability, Keesmaat said.

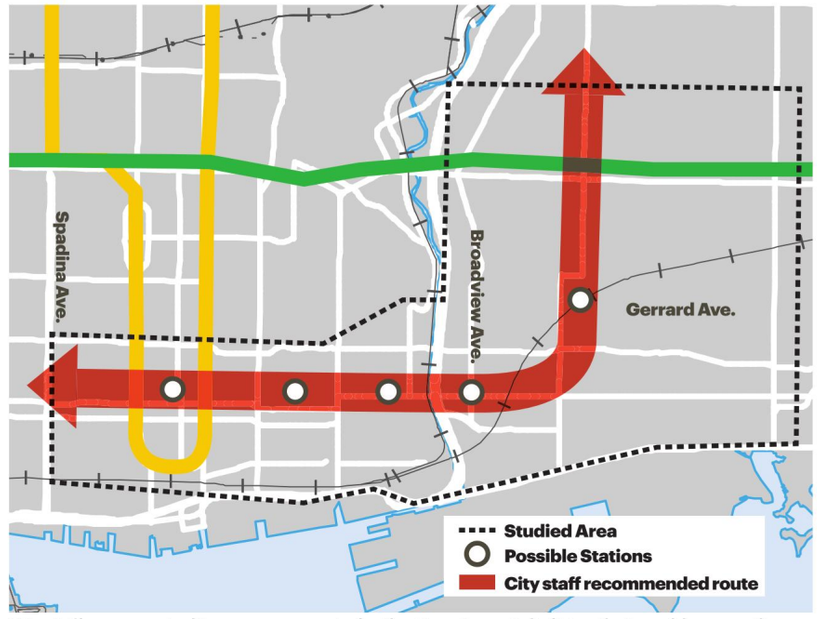
In addition to relieving congestion on the Yonge line, Keesmaat said the preferred route could also take pressure off the "overburdened" King streetcar line.

While happy to see progress of the relief line's southern stretch, some transit advocates are frustrated that plans for its northern spur are still nebulous.

The newly formed Toronto Relief Line Alliance has been pushing to extend the DRL north to Sheppard Avenue, while local transit expert Steve Munro believes the first phase of the line should run at least to Eglinton.

"The demand models clearly show the relief line does not come into its own if it stops at the Danforth," Munro said.

Keesmaat said plans for extensions are being studied.



City staff are expected to propose a route for the Downtown Relief Line that would run south from Pape Station, then west along Queen Street to Nathan Phillips Square. ANDRES PLANA/METRO

WHAT'S OLD IS NEW AGAIN

The Downtown Relief Line: Past, present and future
The idea of a third downtown subway line was first proposed by the city in 1985.

However, provincial authorities balked at the cost and the plan was scrapped.

The plan was revived in 2008 as part of Metrolinx's Big Move, but despite agreement among transit experts that a relief line was needed, it continued to take a back seat to projects like the Scarborough Subway and Mayor John Tory's SmartTrack initiative.

According to the TTC and Metrolinx, the relief line will need to be complete by 2030, when overcrowding on the Yonge subway line will become unmanageable.

"To have it ready by then, we need to get the ball rolling now," said Louis Mark of the Toronto Relief Line Alliance.

SCARBOROUGH

East-end reaction to subway

Jerry Chadwick has lived the suburban dream that Scarborough was built to feed as Toronto sprawled east in the car-centred 1960s, '70s and '80s.

Chadwick, a retired principal who now serves as a board trustee, is ambivalent about the prospects being painted for the city centre area, roughly the size of Toronto's downtown, by city planners and politicians. They say a single-stop subway extension will go a long way toward transforming the sleepy suburb into a vibrant urban node and revive the city centre's commercial development prospects, which stalled around 1990.

For 40 years, Scarborough City Centre has been dominated by Scarborough Town Centre. Its vast tracts of parking are chained off to repel commuters trying to board transit. Some 18,000 people work in the Scarborough City Centre. Since the 1990s, the area has added 7,200 condos that house 12,000 people, according to Victor Gottwald.

The manager of community planning disagrees with suggestions the City Centre has stalled.

"Certainly residential development is in place and moving forward. From an employment perspective, we still have active industrial buildings in the centre as well. Some of that will be swallowed up by residential and office," said Gottwald.

Over the next 30 years, he expects 40,000 more residents and 23,000 jobs to move into the area.

For four decades, Scarborough's growth followed "the golden age of the middle-class," says former councillor Brian Ashton. It only really stumbled when the middle class began to decline with the recession of the 1990s.

"In the city called Oz, Scarborough was the shiny Tin Man looking for a heart," says Ashton. TORSTAR NEWS SERVICE

CHARITY

Food banks worried about rising prices

Canadian food banks hope the pinch they're feeling from rising food prices isn't snowballing into a full-fledged crisis.

While each agency has unique circumstances, many say higher prices during the peak winter period are limiting how much food they can purchase and having an impact on donations while also spurring a greater demand for their services.

Fresh produce prices began to surge after Christmas as adverse weather in U.S. growing regions and a weaker Canadian dollar caused the cost of imports to soar.

Some food banks shifted what they handed out, turning more to canned and frozen goods. Most tried to access locally grown produce, particularly root vegetables.

THE CANADIAN PRESS

Julie Bourbonniere, executive director of Moisson Montreal, the largest food bank in Canada, looks over the dwindling supply of fruit on Thursday. THE CANADIAN PRESS

200M

The amount of food, in pounds, that the country's 800 food banks distribute every year to more than 850,000 people, according to Food Banks Canada.

Bottled water is distributed to residents of Flint, Mich., on Saturday. THE FLINT JOURNAL-MLIVE.COM/THE ASSOCIATED PRESS

Lead in Canadian water pipes, too, experts warn

HEALTH

About 60,000 households have unsafe service lines

Water-toxicity experts estimate that about 10 per cent of Canadians are at risk of being exposed to lead through their drinking water as Americans in Flint, Mich., grapple with an ongoing water scandal.

Research funded by the Canadian Water Network estimates that about 60,000 households in major cities across the country still have lead service lines connecting the home to the municipal water supply.

Senior researcher Graham Gagnon says each member of those households could find themselves consuming lead.

Gagnon, director for the Centre of Water Resources Studies at Dalhousie University, says lead service lines can also be present in smaller communities and in larger buildings such as schools. Exposure could also come about through buildings using fixtures, faucets or other components containing lead.

But Gagnon and others say Canada's cities have recognized the risks and made a concerted effort to decrease the number of lead pipes in their systems in recent years.

Gagnon believes such efforts may protect those cities from the sort of lead poisoning crisis unfolding in Flint, though he adds communities that haven't launched replacement projects are at greater risk.

Bu Lam, manager of municipal programs at the Canadian Water Network, said communities built before 1950 are far more likely to have used lead in either their municipal water mains or the service lines connecting them to local buildings.

THE CANADIAN PRESS

A resident uses bottled water to wash her three-week-old son at their home in Flint, Mich. THE DETROIT NEWS/ THE ASSOCIATED PRESS

SHARING ECONOMY

Feds study challenges of peer-to-peer sector

Companies like Uber and Airbnb were the subject of a quiet in-depth study by high-ranking federal bureaucrats, Torstar News Service has learned.

A committee of five deputy ministers and a team of analysts undertook a comprehensive study of the so-called sharing economy and its implications for Canadian policymakers and consumers.

The study, delivered to the committee in February 2015, found significant challenges for government regulation of ride sharing, apartment renting and other peer-to-peer transactions.

The report listed three broad areas of concern: the economy, labour and social issues and "privacy, health and safety."

Its authors noted that Canada's social safety net — including the employment insurance and old age security systems — may need to be "redesigned" to meet the needs of sharing-economy workers. Likewise, the risk of unreported income could lead to tax compliance issues and hit social services.

But the deputy ministers were also cautioned against attempting to overregulate the industry because it could stifle innovation and could push the sharing economy "fully outside the government's control."

TORSTAR NEWS SERVICE

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INTERNET

Tool generates rules for online privacy

Michael Woods
Metro | Ottawa

Concerned about your kids' online privacy? Want to set out some ground rules for their use of the Internet but not sure what they should be?

Canada's privacy watchdog is here to help.

The federal privacy commissioner's office has launched House Rules, a new interactive tool that helps parents manage the growing risks their children face online.

"We want families to consider their online behaviour and how personal information may be collected, used and disclosed so that children will learn to think twice before sharing any sensitive details," Commissioner Daniel Therrien said in a release.

The tool is simple: You choose the online activity you're concerned about, and it spits out some suggestions for rules to govern your kids' behaviour.

The types of activities include playing games, using social-networking sites, downloading apps, sharing photos and videos as well as online shopping.

Each category has its own potential set of rules to choose from.

(Although the tool is mainly designed for children, these are useful refreshers for many adults on the Internet, too.)

A few minutes of using the House Rules generates a handy list of dos and don'ts, which can be printed off and hung on the fridge.

There's room to add your own customized rules to the list.

The privacy commissioner's office says the tool is designed for children and preteens. However, it can also be a starting point for discussions with older teenagers about online privacy.

SOCIAL MEDIA

On the use of social-networking sites, some suggested rules include:

- We will never write rude or hurtful messages. If we are upset or angry with someone, we will talk to them in person.
- We will remember that things we see on the Internet aren't always true.
- We will always treat people nicely online.

U.S. divided ahead of Iowa

POLITICS

State caucus vote a snapshot of gulf between parties, public

Campaign volunteers listen as Democratic presidential candidate Sen. Bernie Sanders speaks during a campaign event on Jan. 31, in Waterloo, Iowa. **Sanders continues to seek support for the Democratic nomination prior to the Iowa caucus on Feb. 1.**
ALEX WONG/GETTY IMAGES

You hear Adam Khan talk about himself and think America maybe isn't so divided after all.

Then you hear him talk about America. Khan, 24, is the son of a Pakistani immigrant father and a white mother. Last year, he was elected chairman of the Republican Party in a key swing county in Nevada. He is a young brown man with Muslim heritage — and a supporter of gay marriage — rising fast in the domain of older white conservatives.

Republican front-runner Donald Trump, Khan said, is threatening to make the party more welcoming to bigots than minorities. His Reno-area community, meanwhile, is more politically polarized than ever.

"The Democrats blame (George W.) Bush for everything. The Republicans blame Obama for everything," he said. "And it just perpetuates the divide."

Adam Khan CONTRIBUTED

The voting phase of a rollicking presidential primary begins on Monday, when Iowa's Republicans and Democrats pack gymnasiums for their party caucuses.

It's not just that Republicans and Democrats disagree on how to solve pressing problems; they disagree on what the problems even are. They have starkly different desires about where to live and how to live.

"All the data that we have suggests that, today, things are much more polarized than they have been at any point at least over the last 80 years," said Jocelyn Kiley, associate director of research for the polling organization Pew Research.

President Barack Obama campaigned as a unifying healer. Over his seven years in office, the gulf between the parties has grown far wider — both in the way their politicians vote and in the way their supporters feel.

Democrat Hillary Clinton, seeking to fend off a challenge from left-winger Bernie Sanders, has offered an unabashedly liberal platform incompatible with her reputation for cautious centrism. Trump, though not an orthodox conservative, has taken the field far to the right on immigration and terrorism; Ted Cruz has done the same on other issues.

> **Things are much more polarized than they have been at any point at least over the last 80 years.**
> Jocelyn Kiley

Republican voters press their candidates on threats to their safety and to the Constitution. Democratic voters ask theirs about the dangers of climate change and income inequality. Town halls held in the same Iowa counties sound like they are taking place in different countries.

"The divide is great," said Jeff Jorgensen, Republican chairman in Iowa's Pottawattamie County. "It's almost a divide that can't be bridged."

TORSTAR NEWS SERVICE

TURKEY

Omar Khadr's sister detained

Zaynab Khadr, the outspoken sister of former Guantanamo detainee Omar Khadr, is in custody in Turkey, Torstar News Services has learned.

Khadr had moved to Turkey around the time her younger brother Omar was transferred from Guantanamo Bay, Cuba, to Canada in September 2012. She reportedly remarried and had two young children.

She and her mother, Maha Elsamnah, came under criticism in Canada for remarks they made for a March 2004 CBC documentary titled Al Qaeda Family.

In 2005, Zaynab Khadr was under investigation for terrorism offences by the RCMP, but was never charged. It is not known if the Canadian-born Khadr is being held in Turkey for a criminal or immigration matter. TORSTAR NEWS SERVICE

Zaynab Khadr
TORSTAR NEWS SERVICE

SYRIA

Triple bombings kill dozens; UN peace negotiations clouded

A triple bombing killed dozens in a predominantly Shiite suburb south of the Syrian capital of Damascus on Sunday even as a UN mediator held his first meeting with members of the main opposition group that seeks progress on humanitarian issues before joining formal talks on ending the five-year civil war.

The attacks were claimed by militants from the Islamic State of Iraq and the Levant (ISIL), and Syria's delegate to the UN-sponsored peace talks said the violence confirmed the connection between "terrorism" and "some political groups" — a reference to those who oppose President Bashar Assad.

The blasts went off in the Damascus suburb of Sayyda Zeinab, about 600 metres from one of the holiest shrines for Shiite Muslims. Syria's state news agency SANA said the attackers detonated a car bomb at a bus stop and that two suicide bombers then set off more explosives as rescuers rushed to the area.

> **There is no military solution to this conflict.**
> John Kerry, U.S. Secretary of State

The Syrian Observatory for Human Rights, a Britain-based opposition group that monitors the conflict, said at least 63 people were killed.

In Washington, U.S. Secretary of State John Kerry appealed to both sides "to make the most of this moment, to seize the opportunity for serious negotiations, to negotiate in good faith with the goal of making concrete measurable progress in the days immediately ahead."

"Now, while battlefield dynamics can affect negotiating leverage, in the end there is no military solution to this conflict," Kerry said. "Without negotiations, the bloodshed will drag on until the last city is reduced to rubble and virtually every home, every form of infrastructure, and every semblance of civilization is destroyed."

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EX-RADIO HOST BACK IN SPOTLIGHT

Judge may consider 'similar fact' cases as Jian Ghomeshi's trial begins Monday

Crown attorneys prosecuting sexual assault cases often present numerous individual allegations that resemble each other in the hope that a judge will determine they represent "similar fact" evidence.

"Absent evidence of collusion, you start to wonder if they are telling the same story because the accused is doing it," said John Rosen, one of Canada's leading criminal defence lawyers.

Rosen, a criminal lawyer for 46 years, has no involvement in the case but was asked by the Torstar News Service to comment on the process of a criminal trial of this kind.

The trial of Jian Ghomeshi begins Monday at Old City Hall court in Toronto. Three women will testify that he sexually assaulted them (in one case, a charge of choking-overcome resistance has been added) between 2002 and 2003.

Ghomeshi has pleaded not guilty to the charges. Previously, the former Q host has said that all of his sexual activities with women have been entirely "consensual," and in a Facebook post he blamed a jilted lover (who is not part of the proceedings) for spreading lies about him.

Jian Ghomeshi makes his way through a mob of media with his lawyer Marie Henein at a Toronto court on Nov. 26, 2014. DARREN CALABRESE/THE CANADIAN PRESS

In a trial with multiple complainants, Rosen explained that after they have told their stories under oath, the judge may be asked by the Crown to make a ruling on whether they are "similar fact" cases. If the judge rules they are, Rosen said "that lends corroboration to the complainants."

While an accused does not have to testify, Rosen said the presentation of three individual cases may tip the scales and encourage Ghomeshi to present his side of the story.

That's because, Rosen explained, the "Supreme Court of Canada has said that where you have a complainant who comes forward and testifies and there is no countervailing story coming from the defence, then the trial judge has to look at the credibility of the complainant." Rosen said that if there is no testimony from the accused, and "the trial judge accepts the credibility of the complainant, then it's a downward slide to conviction."

In a sexual assault case, particularly one with no additional evidence, Rosen said it often comes down to which side is believed.

"It's an intimate event. Two people, where nobody else is around. Those two really know what happened."

He said that it can sometimes be in the best interest of the accused to testify, particularly if it appears the trial judge is accepting the credibility of the complainants.

That's when a defence lawyer may put the client on the stand.

"The accused testifies and says, 'No, no that didn't happen, let me tell you what happened.' Then the trial judge has to look at the accused's evidence and say, 'Do I believe him? If so, I have to acquit.'"

Even if the accused's evidence just raises a reasonable doubt, the judge must acquit," Rosen said. TORSTAR NEWS SERVICE

TIMELINE

Here are some key dates in Jian Ghomeshi's case.

- **Oct. 24, 2014:** The CBC announces it has cut ties with Ghomeshi.
- **Oct. 27, 2014:** The Toronto Star publishes a report detailing allegations from three women who say Ghomeshi was physically violent to them without their consent before or during sexual encounters.
- **Oct. 29, 2014:** Trailer Park Boys actress Lucy DeCoutere agrees to be identified in connection with her allegations against Ghomeshi.
- **Oct. 31, 2014** The CBC issues a memo to staff saying it saw "graphic evidence" that Ghomeshi had caused physical injury to a woman. Toronto police say they are investigating Ghomeshi after two women come forward with complaints.
- **Nov. 26, 2014** Five sexual assault-related charges are laid against Ghomeshi.
- **April 16, 2015** An internal investigation into the handling of the Jian Ghomeshi scandal finds the former Q host was "deeply disrespectful to employees" and sexually harassed some colleagues.
- **Oct. 1, 2015** Ghomeshi pleads not guilty to all five charges. THE CANADIAN PRESS

EVIDENCE

Sexual assault convictions could prove 'difficult': Experts

As the trial of disgraced broadcaster Jian Ghomeshi puts the issues of consent and sexual harassment in the national spotlight this week, legal experts caution that convictions in cases of historic sexual assaults are not easy to secure.

Ghomeshi's alleged offences date as far back as 2002, and legal experts say the passing of time often poses a significant challenge to winning a conviction in such cases.

"The obvious answer is just the degradation of evidence," said Karen Bellehumeur, a former Crown prosecutor who dealt frequently with sexual assault cases. "Not only has the memory of the survivor of the abuse degraded so that peripheral details are not as clear, but also there is no longer the corroborating evidence to be investigated by police."

Such evidence could include DNA, observations about injuries or damaged clothing, and witnesses, Bellehumeur said, noting that with little physical evidence, such cases typically boil down to a "he said, she said" scenario, especially when the accused and complainants know each other. The issue of consent in those cases, she said, becomes a key element.

> **The complainant's credibility really stands and falls on her testimony, her demeanour.**
> Law professor Carissima Mathen

"The main problem is that when you have a case that's just one word against the other, which tends to happen more in historic cases ... then a criminal case has just such a high standard of proof that it becomes very difficult," Bellehumeur said. "Unless there's a real disparity between the believability of the complainant over the accused then it's going to be very difficult for the Crown to prove a case beyond a reasonable doubt."

One positive aspect of dated sexual assault cases, however, is that the announcement of charges against an accused can prompt other complainants to come forward, which in turn can help the prosecution, Bellehumeur added. THE CANADIAN PRESS

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metro VIEWS
Your essential daily news
Monday, February 1, 2016

The pack comes back New research suggests heavy smokers who quit 15 years ago or more should be screened for lung cancer.

METRO CALL TO ACTION

#PrideTape scores fundraising goal

Hockey fans across the country are showing their true colours. What started as a modest crowdfunding effort at the University of Alberta has grown into a coast-to-coast grassroots push for greater inclusivity in sports. But there's still more work to be done.

Hockey teams across North America could soon be taping up their sticks with pride after an Edmonton campaign passed its Kickstarter goal.

Pride Tape is an initiative of the Institute for Sexual Minority Studies and Services at the University of Alberta. It aimed to raise $54,000 to have 10,000 rolls of the rainbow-coloured hockey tape made.

As of Sunday afternoon, more than $70,000 had been pledged.

Kris Wells, the institute's director, said the support has been overwhelming.

"That was great to see, and we have really been experiencing momentum for the Kickstarter campaign ever since the Oilers debuted Pride Tape at their skills competition," he said.

The Edmonton Oilers put the tape on their sticks during their skills competition on Jan. 24, and the team's community foundation also gave the campaign $8,000. Wells said that appearance lead to a big surge in interest.

"It just sort of went viral all over North America," he said, "The Oilers' leadership has really been pivotal in the success."

Having surpassed the goal, Wells said the additional funds are going to help get the tape in more hands.

"We're well over what we initially hoped to raise to produce those first 10,000 rolls, so this extra funding just allows us to increase our support."

Wells said the tape is meant to be a conversation-starter about LGBTQ issues in hockey and he's hopeful minor leagues will think about policies or practices that might make people feel more welcome in the sport.

"It has to be more than just putting the tape on your stick," he said.

"Our goal has been to get the product created, to get it out there and distribute, and hopefully get people talking."

Metro put out a call to readers on Friday encouraging them to have their local teams use Pride Tape, and Wells said that campaign has also lead to results.

"We have seen on social media that people are asking their team." RYAN TUMILTY/METRO

CONTRIBUTED

Keep the momentum going! We think all of Canada's pro and amateur hockey teams should get on board with Pride Tape. If you agree, share this story online and post on social media: #PrideTape

We're subsidizing our most wasteful people

TORY'S TORONTO

Matt Elliott

When city hall's budget committee approved the 2016 budget last week, there were a bunch of proposals that didn't get the thumbs up.

A program to increase TTC bus reliability? Not in the budget. Money to cover the increasing cost of food for student nutrition programs? Nah. Requested funding for the offices keeping councillors accountable? Come on. Of course not.

The city should enthusiastically grab money from those who produce so much waste.

But one piece of new spending did make the cut. The committee added $2.23 million to the budget to maintain a rebate for homeowners who have an extra-large garbage bin.

Unless something changes before the budget is finalized, city hall will keep subsidizing Toronto's most wasteful.

A quick recap on the way garbage collection works in Toronto. Homeowners choose a bin size ranging from small to extra large. Each has a user fee based on processing costs. To offset that fee, users get a rebate — paid for with general tax revenue.

Of course, taking a cue from Captain Planet, earth-friendly blue recycling bins and organic green bins have no user fees.

But for the 38,618 homes with an extra-large bin, the blue and green bins don't get much use. A waste audit last year found that 77 per cent of the stuff in the biggest bins is divertible material: recyclables and organics.

Last year, in an attempt to get the biggest bin owners to downsize, the city sharply reduced the rebate. This year, the solid-waste department proposed a bigger shift, dropping the rebate altogether and charging the full $468 annual cost.

But an omnibus motion passed by budget chief Gary Crawford last week added a $110 rebate back to the budget.

Crawford says the move isn't about coddling those with big bins. Instead, he says the plan is to bring forward a recommendation later this year to remove the extra-large bin option altogether.

"We don't want to do the money grab on the bin and then get rid of the extra-large bin," he told me.

It isn't a terrible strategy, but spending $2.23 million to keep the rebate while waiting for a plan to get rid of the bin is a hard pill to swallow. That's money that could, for example, fund the TTC's requested express bus program.

Would removing the rebate now be a "money grab?" Maybe, but who cares? The city, with so many funding needs, should enthusiastically grab money from those who produce so much waste.

There's still time to fix this.

The budget is set to come before Mayor John Tory's executive committee and then city council this month.

When it does, the city should make it clear: If you're producing an extra-large amount of waste, pay the extra-large cost.

Matt Elliott lives and writes in Toronto. Follow him on Twitter @GraphicMatt

ROSEMARY WESTWOOD

metroview

Both Ghomeshi and our court system are going on trial

Continued from Page 1

The Ghomeshi trial is a rare chance for us to collectively admit how terribly we fail victims of sexual assault and to hold ourselves accountable.

It is a trial to spotlight how alleged abusers come in all kinds of innocuous packages — even handsome and charismatic. It is a trial to represent all the women, and men, who do not report sexual assaults to police, because they're well aware of the odds stacked against them.

It will challenge us to remember that all are innocent until proven guilty. And it will force us to admit that, in cases of sexual assault, that ideal, coupled with a perverse bias to believe women somehow "wanted it," has left hundreds of thousands of victims a year without justice.

If there were an easy fix for all that, we would not need this case quite so desperately.

We all have Ghomeshi's fame to thank, or in his case, blame. Ghomeshi's notoriety made the allegations, first published in 2014, an international story. His fame made it a major scoop for the Toronto Star, which doggedly pursued despite few sources willing to go on the record. The resulting media storm opened the door for others to come forward. And in the face of these allegations and a captivated public, the Toronto police pressed charges.

At the beginning of the scandal, when it was all people could talk about and support for Ghomeshi was still high, the actor Lucy DeCoutere put her name on the record as an alleged victim.

"It sounds like he broke a country," she said with incredulity. "That's crazy."

It is, and it's not. Those same statistics that make Ghomeshi's trial so exceptional also underline how many untried cases are out there, how many victims are living without a reckoning for what was done to them. Never mind the rest of us, who are all complicit if our justice system does not mete out justice.

But it is not only about low reporting rates (five per cent, compared to one-third of all crimes) and impunity. There is also the disturbing fact that the rate of all violent crimes has fallen by nearly 30 per cent over the last decade, except sexual assaults. They remain unchanged.

In other words: We're getting nowhere. Not when it comes to curbing sexual assault or punishing it. But this trial presents an opportunity to change that.

And so I'm grateful to the women who pressed charges against Ghomeshi and put both him and our system on trial. We can honour them by demanding change.

metro
Your essential daily news

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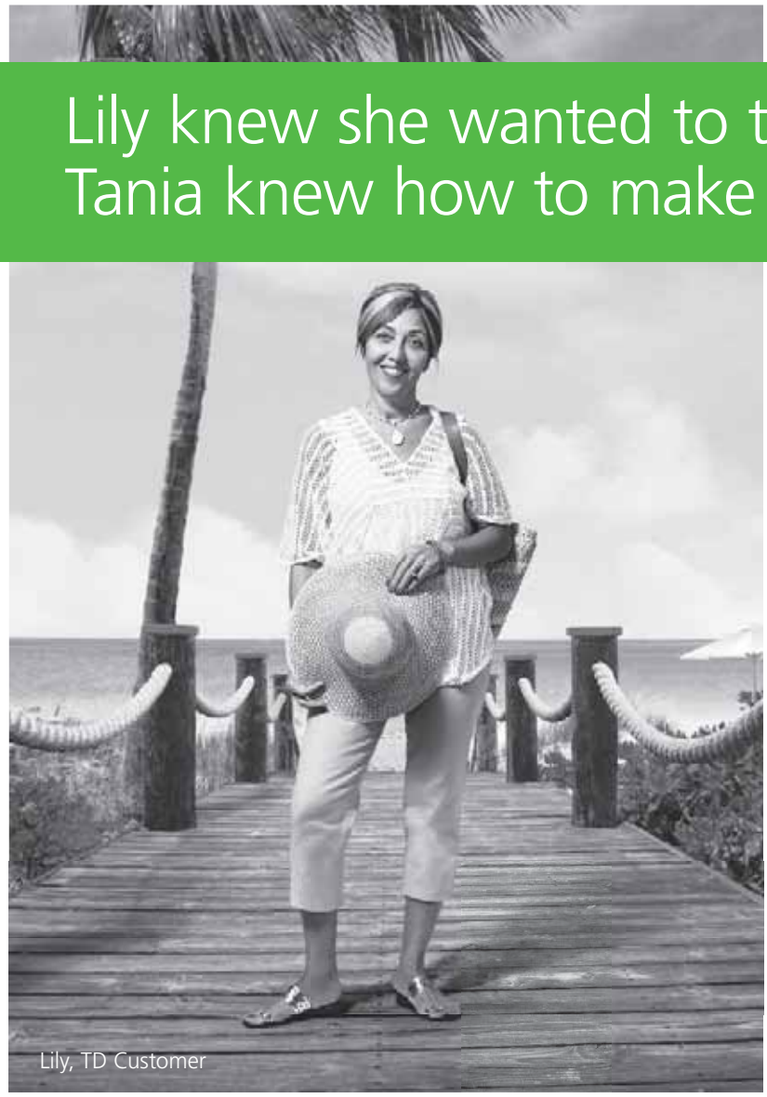

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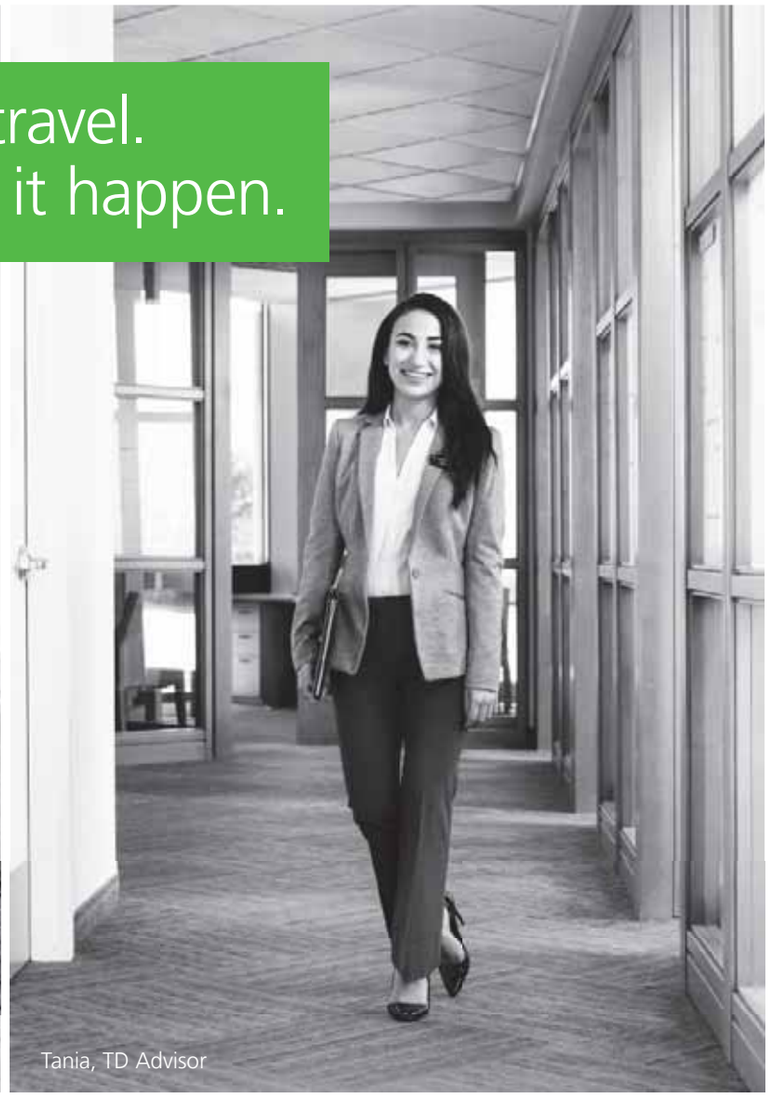

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RSP or TFSA? How to choose

NEST EGG

The keys to understanding the popular savings tools

Michelle Williams

Both RSPs and TFSAs have their advantages. Your choice will depend on your income and financial goals. ISTOCK

Two of the most popular savings tools available to Canadians are the RSP (Retirement Savings Plan) and the TFSA (tax-free savings account). But how do you decide which option is best for you? First of all, it's important to understand the differences between them:

To tax or not to tax

"They're both tax-advantaged savings plans that are endorsed by the federal government, but with some real differences," says Kurt Rosentreter, a senior financial advisor at Manulife Securities and a chartered accountant in Toronto.

The RSP, around since 1957, was once the go-to savings plan for any Canadian looking to save for retirement. How much you can put into your RSP annually is directly related to your earned income: you can contribute up to 18 per cent of your previous year's earned income each year, which gets deducted from your taxable income at tax time. Whatever you don't use gets carried over to the following year.

"So there's room to build significant savings for retirement," says Phil Goldband, partner at G&G Partnership in Toronto.

Though you're taxed when you withdraw your RSP savings, presumably this won't be until you're retired and your income and tax bracket are lower. As such, you're paying significantly less tax on the money when you take it out than you would have paid when you made the contribution in your higher-income years.

In 2009, the federal government introduced the TFSA.

"There is no tax deduction for your TFSA contribution like there is with an RSP contribution," explains Goldband, "however, when the money is withdrawn, the income earned comes out tax-free."

Unlike with an RSP, the amount you can contribute to your TFSA is not related to income. Everyone is allowed to contribute the same amount: up to $5,500 for 2016.

Making the choice

So how do you choose which of the two plans makes the most sense for your hard-earned savings?

"First, a lot depends on your income," says Rosentreter. "The Canadian income tax system is progressive — the more you make, the higher percentage of tax you pay. The RSP offers a tax deduction for your contribution amount every year. So the higher your income, the more beneficial it is."

For lower-income earners, the RSP tax deduction isn't worth as much, since you're not paying a high percentage of tax in the first place.

"Those with lower incomes may not be getting the bang for your buck with the RSP, so the TFSA contribution can make more sense," adds Rosentreter.

But it's not just about income level.

"Generally, it makes sense for young investors to put their money into TFSAs versus RSPs," Goldband says, since they can withdraw the money any time they want without being taxed on the income earned.

For expenses like a new car, a home, tuition or a medical emergency, the flexibility of a TFSA comes in handy.

However, both savings tools are designed to serve the same goal: saving for retirement. To that end, the choice doesn't have to be between one and the other. Young and old investors alike would be wise to look at both plans and consider the advantages each one offers.

"If someone has ample cash flow, they may want to consider maximizing both the RSP and TFSA contributions each year," suggests Rosentreter.

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metro LIFE

Your essential daily news

Sundance: Nate Parker's Birth of a Nation wins Grand Jury Prize and Audience Award

Will Annick and Yolanda's financial goals be met? **Metro's finance guru Lesley-Anne Scorgie** has only 10 weeks left to tackle the women's largest financial burdens and teach them to allocate resources.

Swimming in student debt

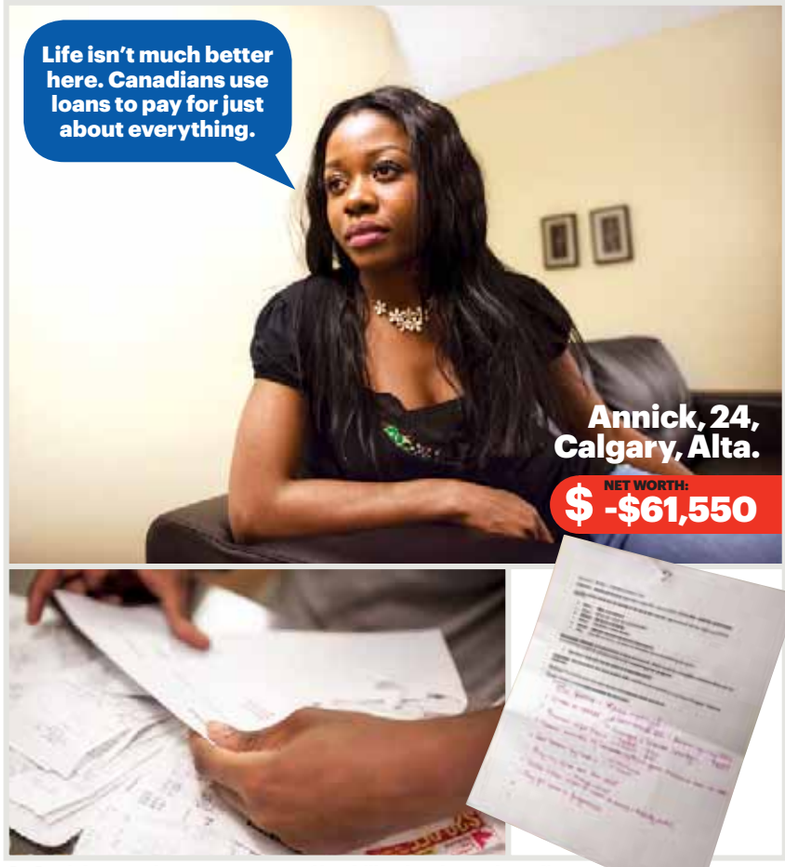
LESLEY-ANNE SCORGIE
metromoney

THE CHALLENGE: Metro's finance guru Lesley-Anne Scorgie has 10 weeks left to get Annick, 24, and Yolanda, 27, to change their spending behaviours and build a nest egg while meeting their financial obligations. This week we focus on Annick.

THIS WEEK: Annick immigrated to Canada in 2010, finished her undergraduate degree in Energy Management at the University of Calgary, and now works as a property management administrator making $35,000 per year. She's on a mission to crush her consumer debt within six months and save a $25,000 down payment through her RRSP over the next five years.

NEXT WEEK: Yolanda learns there is such a thing as being too frugal! She is depriving herself of the small things in life that would make her happy, and must learn to build herself a "pillow" and stick to a budget so she doesn't binge shop.

LESLEY-ANNE SCORGIE IS A BESTSELLING AUTHOR AND FOUNDER OF MEVEST, A MONEY COACHING SERVICE FOR CANADIANS. FOLLOW HER @LESLEYSCORGIE



As Annick struggles to stay on top of her bills, she also makes a list of her financial goals. JENNIFER FRIESEN/FOR METRO

THE STORY

When Annick arrived to Canada from the Democratic Republic of Congo (DRC), she had high financial hopes. But today she joins thousands of underemployed new graduates in Alberta's tough economy. Compared to the DRC, "Life isn't much better here. Canadians use loans to pay for just about everything. Then they can't afford anything," says Annick.

Weighted down by credit card balances and student loans, Annick recently qualified for repayment assistance through Canada Student Loans, buying her six months of low principle payments of $150 per month. She took another drastic financial step, applying for rent relief through her landlord. This request would reduce her monthly rent to $1,200 from $1,400. She splits this cost with her roommate.

THE LESSON

It's hard to see the light at the end of the tunnel of debt, but Annick's going to use the 60/60/60 plan. Every 60 days she will eliminate another debt, starting with her loans from friends and family because those are loaded with financial and personal anxiety. She'll use money from her second job, $450 per month, to eliminate those quickly.

She'll then move on to her taxes followed by her credit cards. While implementing the 60/60/60 plan, she'll continue to make regular minimum payments on every loan.

A common myth is that Annick can't save money while paying off her debt. But, we've discussed the benefits of using her employer's RRSP matching program, So she's signed up for a personal contribution of $100 per month and her employer kicks in a $50 match — free money! When Annick becomes debt free in five years, she'll have a nest egg she can use for a down payment or retirement.

$ MONEY

A surprise
Annick worked extra hours at her second job in December and was paid double her hourly rate of $17. She applied that 'extra' money to her furniture loan.

Assets	
RRSP	$450
Total Assets:	**$450**
Liabilities	
Student Loans	$58,650
VISA	$1,500
Mastercard	$600
Furniture loan from a friend	$250
Loan from sister	$750
Taxes owed	$250
Total Liabilities	**$62,000**
Net Worth	**(61,550)**

FOOD

Instagram's Chef La Merde named

Mystery chef behind popular parody account revealed as Toronto's Chef Christine Flynn. CONTRIBUTED/INSTAGRAM

Hot rod tartar. Plated Pogos. Deconstructed drumsticks and gas station muffins.

For one year, "Chef Jacques La Merde" sent Instagram foodies into a gleeful tizzy. Elevating snacks from pedestrian munchies to fine art one beautifully plated dish at a time, he became known for his cheeky posts, penchant for foodie terms, over-sharing about his love life and incredible plating skills.

But who was he?

On Thursday, all was revealed. Chef Jacques La Merde — not a he but a she — is Toronto's very own: Christine Flynn, the executive chef for iQ Food Co.

"I thought it would be funny. That's all," writes Flynn in the Bon Appétit article admitting she's the force behind the account. "No deeper meaning, no hidden agendas other than making people laugh and carving out a small spot on the Internet where I could just be a giant goofball."

She writes that the account brought together her three great loves: food, art and irony.

Flynn describes the account as a side project — one with 100,000 followers — "where a bumbling, slightly hysterical chef makes 'fine-dining' food with low-brow ingredients and lovingly points out some of the more ridiculous norms of current dining trends."

But La Merde goes deeper too. Flynn writes about a time two years ago when she felt off balance, left questioning her role in the industry after she switching jobs and moving from Nantucket to Toronto. "After months of feeling lost, creating the account, creating Jacques, made me feel like I'd got my soigné back," she writes. "Shooting the photos... was almost cathartic."

Fans felt something too.

"Fans seemed to admire Jacques's cluelessness and blatant disregard for culinary convention. He defied the norm, and was endlessly and enthusiastically optimistic," she writes, noting that she conversed with curious Instagrammers via direct messages, sending them career tips and restaurant recommendations.

> **"Do you remember how hilarious it was as a kid to put Bugles on your fingers and chase your brother around?**
> Christine Flynn

Flynn doesn't call La Merde her alter ego, but more of a reflection of herself. They're both "loud, flawed, clumsy, romantically disastrous and a bit sloppy," she admits.

TORSTAR NEWS SERVICE

Have money for fast food? Then you have money to save

If you need help becoming a saver, start by making small changes: Every time you hit the drive-through for a burger, drop a dollar into a can you keep in the car. ISTOCK

STASH YOUR CASH

To truly save, put away more than the debt you take on

Gail Vaz-Oxlade
For Metro Canada

One of the questions I often get from people who have watched my show is, "Are those people for real?" quickly followed by, "Don't they know they have to save something?"

Yes, the people on my show are very real; I took great pains to keep the "reality" in reality TV. And, no, people don't really think they have to save. Some think government benefits will be enough. (That may be true if you're comfortable living on about $18,000 a year.) Others say they just can't find the money to save.

Life is expensive. I know. But saving is important. Thirty or so years ago we knew that and we saved as much as 18 per cent of our income. Since then our savings rates have plummeted. Now, on average, we're saving about five percent of our money. But that's an average; some of us are saving nothing at all.

And then there are the folks who think that as long they're stashing money away in RRSPs, TFSA or CSBs, they're doing fine. Never mind that the balances on their overdrafts, lines of credit or credit cards keep going up, they've got an automatic savings plan in place so they're okie dokie.

What they are is delusional. To be saving, you must be net positive, meaning that you must be putting away more money than you're taking on in debt. If this year you sock away $10,000 in a TFSA but you rack up $6,000 on your line of credit, $3,500 on credit cards and $500 in overdraft, you've saved absolutely nothing.

18%

Thirty or so years ago we saved as much as 18 per cent of our income. Now, on average, we're saving about five per cent of our money.

Saving is the act of taking money out of your cash flow and putting it away a date to be named later. Putting $50 a month away in savings and spending $50 on credit that you're not paying off in full when the bill comes in is *not* saving. You're *pretending* to save.

You know the story of the grasshopper and the ant. Grasshoppers don't plan; ants do. Grasshoppers love their toys; ants love their freedom of choice. Grasshoppers compare themselves to others; ants measure how close they are to reaching their goals. So, are you a grasshopper or are you an ant?

If you answer "grasshopper" all is not lost. Just because you're not an ant doesn't mean you'll never be a saver. You're just going to have to try harder to overcome your natural tendency to have a great time and not think about tomorrow.

If you want to become a saver, focus on making small, manageable changes that will stick. Don't give up coffee completely. Just decide that you're going to trim back your coffee habit by 30 per cent a week and send all the money you're not spending on your caffeine habit to a high interest savings account. Hey, if you can find the money for takeout coffee, you can find the money to save too.

For more money advice, visit Gail's website at gailvazoxlade.com

RESTAURANT BUSINESS

Grand Electric guys in no rush

Grand Electric co-owners Ian McGrenaghan, left, and Colin Tooke at the Mexican restaurant on Queen West. TORSTAR NEWS SERVICE

The careers of Ian McGrenaghan and Colin Tooke crossed paths while they were both working at The Black Hoof, a pioneer of Toronto's burgeoning food scene. Two years later, the pair ventured off to start their own spot, settling on a budget-friendly Parkdale location and launching Toronto's taco craze with the now wildly successful Grand Electric. A year later came Electric Mud, a southern BBQ joint just a few minutes away. Then came Grand Electric Muskoka and Frankie's Surf Club, both in the same lakeside boathouse.

McGrenaghan and Tooke have no plans of slowing down — they're getting their catering business going and developing the brand — but they're in no rush. Their priority is staying true to their vision, says Tooke. "It's about keeping the family together, growing organically, continuing to be inspired and having great staff."

You had no experience opening a restaurant when Grand Electric was in the planning stages. What advice would you give to someone trying to open one today?

Tooke: Take your time ... There's no reason why you have to open a restaurant before you're 35, especially nowadays. So get as much experience as you can, because once you're locked down, it's hard to learn and progress in certain senses, and even something as simple as travelling and getting inspiration from that is hard to do. We've been lucky enough to get back to that stage, but I don't think everyone gets to do that.

McGrenaghan: The restaurant industry privileges people who are fast-paced, obviously ... I think a lot of young people don't necessarily realize it's (about) the ability to juggle that rapid-fire mindset with the more contemplative, creative, business-planning mindset ... You're working 16-hour days, and when your plan is to open your own place, you kind of just grasp that same insane day and push forward. And that can work to your benefit or to your detriment, where maybe you don't take as much time to, say, look at floor plans ahead of time or review contractual obligations or take time to travel or look at your investment options.

If I was to ask your employees what it's like to work for you, what do you think they would say?

Tooke: If you were to ask somebody three years ago, and you asked somebody now, you'd probably get completely different answers ... We're a little less hands-on, and we have the right people in place who operate the restaurants, while we oversee everything. Obviously, you can't be at each restaurant every day. You have to trust in your employees, and I think we do a good job of that. We try and pay all of our upper staff benefits, bonuses ...We really are close with all our staff, and hopefully they'd say the same thing. I used to come down on people quite hard at the start. I'd do a lot of yelling and a lot of flipping out. But now the business runs smoother, we've figured out the kinks.

McGrenaghan: I don't think anyone would disagree though that there's been a lot of maturation on our end ... We try to keep it human. The fact that Colin and I are travelling around and trying to open new stuff doesn't take away from us knowing everyone by name. We're insistent on letting everyone know this is a learning process for us. That can be hard to convey without coming across as weak, but I think most people appreciate the fact that we're honest with them.

What do you look for when you hire people?

McGrenaghan: At the end of the day, it's a team thing, especially in a business the size of ours, where it's big enough that there's so much happening, you can't keep track of it all, but still small enough that every employee truly does play a critical role in the operation of the restaurant. It's a matter of who is doing what and who is good at what, and if one of our team members isn't so great at one thing, everyone else has to pick up the slack. So you go into every interview with that in mind, and it would be to your detriment to pigeonhole a candidate without considering that. TORSTAR NEWS SERVICE

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BEREAVEMENT

Still-grieving Céline returns to Las Vegas

Just weeks after Céline Dion lost her husband René Angélil and older brother Daniel to cancer, the pop superstar will soon return to work.

A celebration of Angélil's life is slated to take place in Las Vegas on Wednesday, and after having little time to mourn privately, Dion is scheduled to resume her residency at The Colosseum at Caesars Palace on Feb. 23.

Angélil had been battling a recurrence of throat cancer, which he was first diagnosed with in 1998. He had three sons with Dion, who took a year-long hiatus to care for him before he died.

But even for those like Dion who know the loss of their spouse is imminent, the experience isn't any less painful when their partner dies — an experience Carole Brody Fleet knows all too well.

In 1998, she had just left the legal profession to embark on a new career while enjoying a "normal life" with her police officer husband and their nine-year-old daughter.

Any sense of normalcy was shattered when Brody Fleet's husband was diagnosed with ALS, or Lou Gehrig's disease. He died just two years later. Four months after Mike's death, her dad passed away.

Céline Dion. GETTY IMAGES

"People say things like: 'You knew it was coming ... But there's no way to be prepared for death," said Brody Fleet, an author and grief recovery expert.

Brody Fleet said work can be therapeutic for the bereaved. But she also hopes that the singer takes time away from the spotlight to cope with her grief.

"It's incredibly difficult," said Brody Fleet, whose new book When Bad Things Happen to Good Women is due out in April. THE CANADIAN PRESS

JOHANNA SCHNELLER WHAT I'M WATCHING

A thaw in chilly Mr. Robot

THE SHOW: Mr. Robot, Season 1, Episode 7 (Shomi)
THE MOMENT: The Shrug

Portia Doubleday, left, and Rami Malek star in Mr. Robot. CONTRIBUTED

Security expert Angela (Portia Doubleday) is seated in the tasteful study of corporate honcho Terry (Bruce Altman), making a deal: she'll fix his legal woes, if he describes what happened in a boardroom 20 years ago when he and other executives decided to ignore the treatment of hazardous waste in her township. He complies, nonchalantly.

"So you were drunk, eating shrimp cocktail, and it was raining when you decided my mother would die?" she asks. He looks at the ground.

"Did any of it ever give you, or anyone, pause?" she asks.

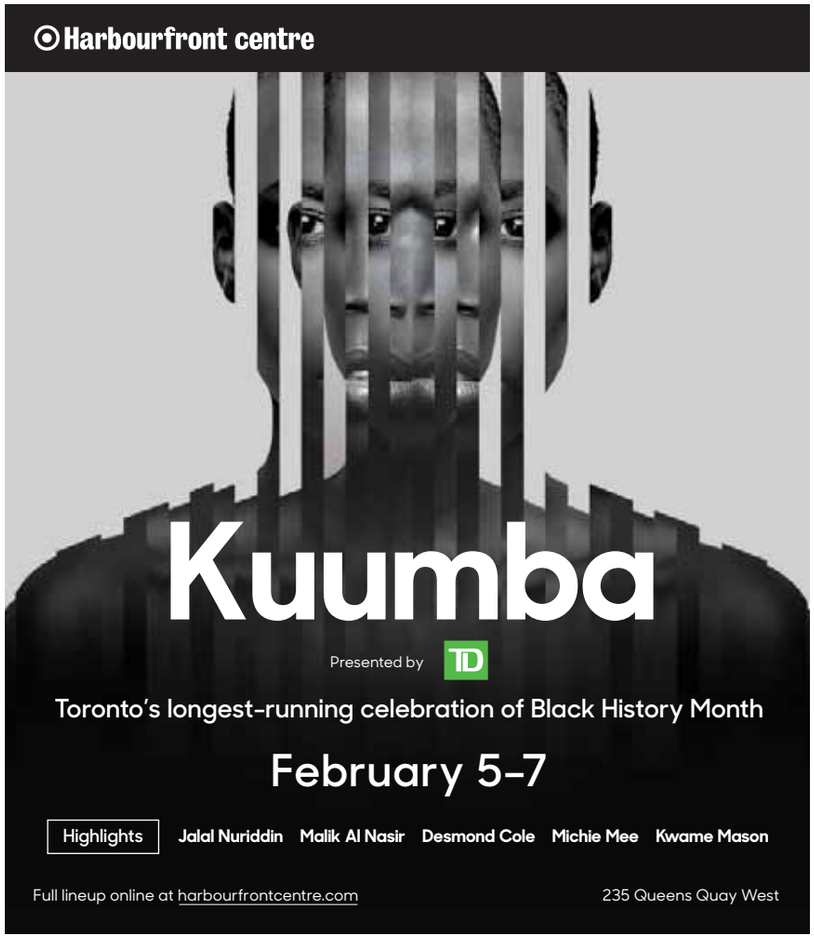
"Yeah. Sure," he replies. "But then you go home, and you have dinner. And you wake up the next morning." He shrugs.

That shrug, with all it implies, is the first moment of this series that made me feel real emotion. Oh, it's a fascinating show — brainy, original, well-made. But baby, it's chilly.

It revolves around the interior monologues of Elliot (Rami Malek, excellent, both vulnerable and scary), a brilliant hacker with social anxiety disorder, who disdains people for not seeing what he sees: that we've signed our lives away to sneering corporate overlords. He plots with Mr. Robot (Christian Slater), an anarchist, to bring the system down. (Again with the villainous super-rich! They're everywhere!)

Interior monologues are supposed to pull a listener in — give us insights, make us empathic. Elliot's are clever and full of truths. But because they're more about shadowy conspiracies than about illuminating Elliot's soul, they keep me at a distance. I admire them. But I don't feel them.

Johanna Schneller is a media connoisseur who zeroes in on pop-culture moments. She appears Monday through Thursday.



WAR AND PEACE

Lily James plays tragic heroine

Many people find the idea of reading Leo Tolstoy's War and Peace to be daunting, but not Lily James.

When she was cast as Natasha in a miniseries based on the novel, she was working on a live action remake of Cinderella directed by Kenneth Branagh, who told her, "Reading War and Peace will be one of the great joys of your life."

"He is right," said James in a recent interview. "It is the most beautiful, wonderful story ever told, I think."

War and Peace, also starring James Norton and Paul Dano, is being broadcast on A&E. Part 3 debuts Monday.

James, 26, says she "really just used the book like a bible. I carried it around with me everywhere. I was scribbling and writing down all the bits about Natasha that I loved. Every time she turned up on a page, my heart would start beating faster."

The miniseries introduces viewers to Natasha as a 13-year-old girl who is "very young, very open, very naïve, very spirited." The miniseries spans 15 years and James says she most enjoyed playing an older Natasha.

"The second half of Natasha's journey was what I was really drawn to," she said.

Lily James stars in the War & Peace miniseries. THE ASSOCIATED PRESS

"She's this really tragic heroine ... And she goes to such depths of despair and punishment. She punishes herself for the choices she makes and in such an extreme way, and I've never dealt with material like that before so it was a real challenge."

James dons a corset once again in her next film, Pride and Prejudice and Zombies, opening Feb. 5. It's based on the novel by Seth Grahame-Smith.

"I was very confused when I found out they were putting zombies into Jane Austen," said James. "It's the true, classic story but set in this zombie apocalyptic world and that does wonderful, weird and terrifying things. . . . I challenge anyone to go and not have fun."

James is best known for her role of the romantic, fun-loving Cousin Rose on Downton Abbey, now airing its final season on PBS's Masterpiece.

Creator "Julian Fellowes is a genius," she said. "How he has woven his web of stories and characters, and kept people wanting more and following in love with the characters, he doesn't let you down. (Fans) won't be disappointed with the series' conclusion." THE ASSOCIATED PRESS

metro SPORTS

According to multiple reports, including ESPN, receiver Calvin Johnson has told the Detroit Lions he will retire

Raptors' chemistry not a pure science

NBA

Good vibes in Toronto give boost to high-talent group

It is one of the more impossible aspects of sports to define, a nebulous concept that is either the key that unlocks a group's potential or is simply a byproduct of talent and timing:

"Good chemistry."

It's hard to say what it is and harder to determine how important it is but it's all in vogue in these parts these days.

The Toronto Raptors seem to have it, especially in the relationship between their two best players.

DeMar DeRozan and Kyle Lowry's interactions have been well-chronicled. They selflessly deflect credit from one to the other, they mug for the cameras and reporters constantly and joke good-naturedly, having built a deep relationship.

They trumpet their rapport as a key to the Raptors' consistency over the last two seasons and say it's a catalyst for their current franchise-record 11 game winning streak.

It's obvious that this is as close a group that the Raptors have ever had and the players talk about it all the time.

"We do everything together, all the guys," DeRozan said Saturday night after Toronto's 111-107 win over Detroit. "We joke around on the road. We try to have fun and try not to be so uptight and think about basketball 24-7."

The Raptors bring an 11-game win streak to Denver, where they'll kick off a six-game road trip on Monday night. RON TURENNE/NBAE VIA GETTY IMAGES

Still, it's a chicken-and-egg situation. Does good chemistry beget team success or does team success allow relationships to blossom that would otherwise be contentious? If Toronto was 15-32 rather than 32-15, would players be sniping and demanding some kind of change?

> If you're not out there doing what it takes to get the result then you don't have chemistry, you just have friendship.
>
> Pistons coach Stan Van Gundy

The stories of not-so-cohesive teams achieving success present a solid counter-argument to the "chemistry is everything" school of thought.

The Oakland A's of the early 1970s won multiple World Series while battling each other; no one would have suggested Kobe Bryant and Shaquille O'Neal were tight while they were winning championships in the early 2000s; Billy Martin and Reggie Jackson took enough time away from considering beating each other to a pulp to win titles with the Yankees in the late '70s.

For the time being, the Raptors have hit on a combination of talent and togetherness that has taken them to new heights.

It's a group from disparate backgrounds with four key additions to a solid core that got to know each other over years; it has abundant talent and the "chemistry" somehow takes them to another level.

"The last couple of years we have been relatively close," Lowry said. "This time around everybody wants everybody to succeed. It doesn't matter if one guy plays less. Everyone is happy for one another."

TORSTAR NEWS SERVICE

NHL ALL-STAR WEEKEND

Scott steals show in Nashville

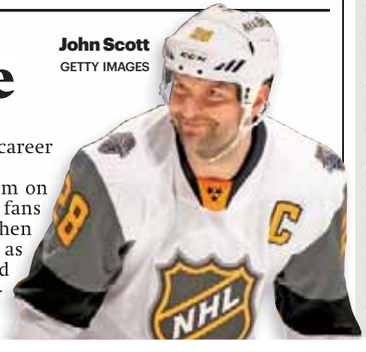
Enforcer John Scott scored twice during the NHL's new all-star game 3-on-3 tournament and was named MVP by fans after captaining the Pacific Division to a 1-0 win in the championship Sunday night.

Fans voted Scott into this event, and he scored twice during the Pacific's first mini-game, bringing cheers from fans and smiles from teammates.

Scott was not listed among the three MVP candidates for a Twitter vote late in the final game, but fans took it upon themselves to select him once again, casting their vote for the six-foot-eight forward who has five goals in 285 career NHL games.

Teammates lifted him on their shoulders while fans chanted "MVP!" and then Scott was announced as the MVP and presented with a Honda Pilot Touring SUV.

THE ASSOCIATED PRESS



John Scott
GETTY IMAGES

AUSTRALIAN OPEN

Djokovic romps way to 11th Slam

Novak Djokovic maintained his perfect streak in six Australian Open finals with a 6-1, 7-5, 7-6 (3) victory Sunday that consigned Andy Murray to a fifth defeat in championship deciders at Melbourne Park.

Djokovic equalled Roy Emerson's long-standing record of six Australian Open titles and increased his career haul to 11 Grand Slam titles, including four of the last five, to join Rod Laver and Bjorn Borg at No. 5 on the all-time list.

"First of all I need to pay the respect to Andy and his team. Tough match, tough luck tonight," Djokovic said. "You're a great champion, great friend, very committed to this sport. I'm sure in the future you're going to have many opportunities."

Murray became only the second man to lose five finals at one major — Ivan Lendl lost five and won three U.S. Open finals in the 1980s.

On Saturday, Angelique Kerber upset Serena Williams 6-4, 3-6, 6-4 to win the women's title to claim a major title for the first time.

THE ASSOCIATED PRESS

Novak Djokovic
GETTY IMAGES

SURVEY

Players don't trust NFL with health

An Associated Press survey of 100 NFL players finds that fewer than half think the league's clubs, coaches and team doctors have the athletes' best interests at heart when it comes to health and safety.

The divide between older and younger players is striking.

Barely a third of the players with at least four years of experience, 35 per cent, told The Associated Press they trust that their interests are being protected. That is far lower than the 71 per cent of players in Years 1-3 who hold that positive outlook.

Players from all 32 teams were surveyed.

THE ASSOCIATED PRESS

1,672

The number of injuries during 2015 regular-season games that resulted in missed time, which works out to roughly one for each player in the league.

IN BRIEF

Bettman to remain commish

Gary Bettman said his relationship with the union has never been better. Perhaps that's why he is willing to stick around as NHL commissioner into the next decade.

Bettman signed a contract through 2022, he confirmed in an interview Sunday on the NHL Network before the All-Star game. The deal was first reported by Sports Illustrated earlier in the day. THE ASSOCIATED PRESS

Chelsea ready to move on without captain Terry

Chelsea captain John Terry will leave the Premier League champions at the end of the season after the club he has served since the age of 14 told him it would not be renewing his contract.

The 35-year-old defender, the most successful captain in Chelsea's history, was informed of the decision before last week's 1-0 win over Arsenal.

THE ASSOCIATED PRESS

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RECIPE Artichoke, Gruyère and Spinach Savoury Bread Pudding

PHOTO: MAYA VISNYEI

Ceri Marsh & Laura Keogh
For Metro Canada

If a frittata and bread pudding had a baby it would be this savoury dish of deliciousness.

Ready in
Prep time: 10 minutes
Total time: 40 minutes
Serves 4

Ingredients
- 2 Tbsp butter, divided
- 2 shallots, chopped
- 1 tsp salt
- 1/4 tsp pepper
- 2 thick slices of crusty country bread cut into 1-inch cubes
- 2 cups packed chopped spinach
- 1 1/2 cups grated Gruyère
- 14-oz can artichokes hearts, drained and chopped
- 1/4 cup milk
- 6 eggs, beaten
- 1 tsp fresh chopped basil

Directions
1. Preheat oven to 400 F. Divide Tbsp of butter between four 10-oz ramekins. Place them on a baking sheet in the oven on the middle rack. Allow butter to melt. Remove baking sheet from oven and grease the ramekins using the melted butter. Set aside.
2. In a medium skillet, heat 1 Tbsp of the butter. Add the shallots, salt and pepper. Cook until they soften, about 3 minutes.
3. In a large mixing bowl, toss the bread, spinach and cheese. Add the shallots, artichoke hearts, milk and eggs and mix. Sprinkle in the basil.
4. Spoon the mixture into prepared ramekins. Place the baking sheet of ramekins back in the oven and cook until golden brown, about 25 minutes.
5. Remove baking sheet from the oven and allow ramekins to cool for 10 to 15 minutes. Serve in ramekins or run a paring knife around the edges to loosen the pudding and turn out onto plates to serve.

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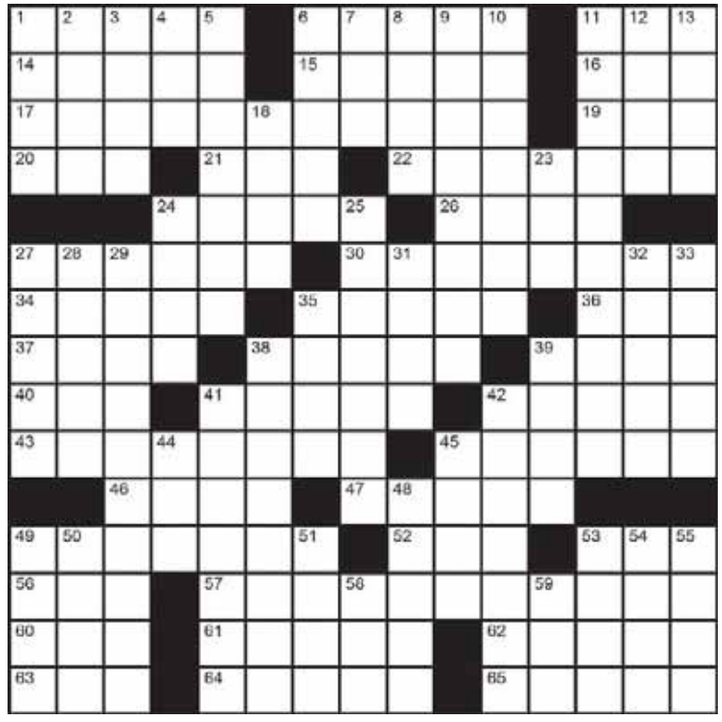
CROSSWORD Canada Across and Down

BY KELLY ANN BUCHANAN



ACROSS
1. The Rockies, for example
6. Invites to one's penthouse suite: 2 wds.
11. Ms. Leoni
14. What the Toonie of Canada is, quite simply: 2 wds.
15. Kitchen appliances company
16. Grampus
17. Hair salon offerings for '90s pop stars: 2 wds.
19. "Ick."
20. __ dollar bill
21. Howdies
22. Ruin
24. Tears For Fears member Mr. Smith, and namesakes
26. Tandoor-baked creation
27. Peace of mind
30. Other word in #29-Down's answer
34. Where Sidney Crosby's sport is played: 2 wds.
35. "American Pie" Chevy-driving spot
36. Status __
37. To, archaically
38. Discovered through the grapevine
39. Roadside border
40. Pecan or almond
41. Covered in thicket/wooded
42. Migratory birds, for example
43. Scatter
45. Repartee
46. Retro toy, __ Bat
47. Henhouse
49. "101 Dalmatians" (1996) villainess
52. AC/DC song
53. Brit. fliers
56. 'Racket' suffix
57. Nova Scotia hometown of hockey star Sidney Crosby: 2 wds.
60. Cornwall's country, curtly
61. Pointed arch
62. Furious
63. Fifth musical note, variantly
64. To-the-North-Sea river in Germany
65. Birchbark vessel

DOWN
1. River float
2. Land size
3. Lunch hour
4. Soldiers
5. Gush about blood emergency bandaging
6. Possessed, archaically
7. Li'l quantity
8. Remarked
9. Like a story yet to be written
10. The Northwest __
11. Losing-lots-of-12. Therefore
13. "__ Breaky Heart" by Billy Ray Cyrus
18. Cork's country
23. 19th Greek alphabet letter
24. Irene's "Fame" (1980) role
25. The talking human
27. Circular
28. Yawnsville
29. Team #57-Across plays Center for (First word here ...more at #30-Across)
31. Song in '65's "The Sound of Music": "Climb __ Mountain"
32. Health care professional
33. Solemn
35. Fewer
38. Antique timekeeper
39. Penny
41. Herd member with a sound maker: 2 wds.
42. __ bypass surgery
44. "Star Wars: The Force Awakens" (2015) character, __ Dameron
45. __ fide
48. Additional
49. Third letters
50. __, Nevada
51. Ms. MacGraw's
53. Horse coat hue
54. Car
55. Costless
58. Dusk
59. Sports or Underwire

IT'S ALL IN THE STARS by Sally Brompton

Aries March 21 - April 20
Your ability to charm your way into other people's affections will take you far. You'll get your way at home and work by telling what they want to hear. It may not be true but it makes them feel good.

Taurus April 21 - May 21
Move fast to get ahead of your rivals. Certain people seem determined to prove that they are the ones most deserving of promotion but they will only succeed if you let them.

Gemini May 22 - June 21
You've been avoiding a task you think will be unpleasant but if you tackle it today it really won't be so bad. Friends and family will help if you let them know that you need it.

Cancer June 22 - July 23
Work-related issues won't be the trial they have been lately. You will make a positive impression on employers and other important people today, simply by being yourself.

Leo July 24 - Aug. 23
Others will go out of their way to do things for you over the next few days, and you must take advantage. Your instincts tell you it won't always be as easy as this.

Virgo Aug. 24 - Sept. 23
What you have said or done has only made matters worse. Of course, if you had listened to the advice given to you by a friend earlier on you could have saved yourself a lot of bother.

Libra Sept. 24 - Oct. 23
It's not worth trying to control every situation. At some point you will realize it is better to let fate take its chosen course than struggle to steer it in a direction more to your liking.

Scorpio Oct. 24 - Nov. 22
You'll feel good about yourself today and because of that you will be more open to the world. Wherever you go and whatever you do, stay calm. Minor annoyances are a fact of life.

Sagittarius Nov. 23 - Dec. 21
Be fair in your dealings and give others the benefit of the doubt if they stray from the straight and narrow. A new love affair is possible this week, or an existing one will be more fun than it has been.

Capricorn Dec. 22 - Jan. 20
Not everyone is as logical as you and some people can be remarkably sensitive, so don't criticize too harshly. There's a way to break unpleasant news, a way that calls for a tact and understanding that you must learn.

Aquarius Jan. 21 - Feb. 19
Get away from the daily grind and recharge your batteries in a more tranquil environment. It's a great time to take a short vacation but if that is not possible at least don't tax yourself with new chores and responsibilities.

Pisces Feb. 20 - March 20
There is a danger that you will create problems that need not exist. The most useful advice anyone can give you now is to stop pushing so hard.

CONCEPTIS SUDOKU by Dave Green

Every row, column and box contains 1-9

	8	9						1
3			4					
4			3			2		
	3	5			2			
				6				
			1			8	7	
		1			6			7
					5			3
9						5	4	

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FRIDAY'S ANSWERS

Your daily crossword and Sudoku answers from the play page.

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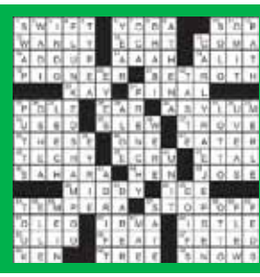

9	3	6	2	8	5	4	1	7
4	1	5	6	3	7	9	8	2
2	8	7	4	9	1	3	5	6
6	2	1	5	4	9	7	3	8
8	9	4	7	2	3	1	6	5
5	7	3	1	6	8	2	9	4
7	4	9	8	1	6	5	2	3
3	5	8	9	7	2	6	4	1
1	6	2	3	5	4	8	7	9

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